



Recruitment and Retention of Teachers in Missouri Public Schools

A Report to the Missouri General Assembly

December 2020

2020 UPDATE
RECRUITMENT AND RETENTION OF TEACHERS IN MISSOURI PUBLIC SCHOOLS
A REPORT TO THE MISSOURI GENERAL ASSEMBLY

Introduction

James Coleman, a Johns Hopkins sociologist, issued the Equality of Educational Opportunity (EEO) report over 50 years ago before educational research was common. It contained two key findings related to teacher quality:

- the “quality of teachers shows a stronger relationship than school facilities and curricula to pupil achievement.”
- The “effect of good teachers is greatest upon the children who suffer educational disadvantages most.”

Numerous researchers since then have come to the same conclusion: teacher quality is the most important schooling variable. This annual report provides data about Missouri’s teacher workforce.

To create this report, several key areas were analyzed including:

- teacher education program enrollment and certification data;
- teacher demographic data;
- age and experience of teachers; and
- teacher hiring and teacher retention data.

Summary of key teacher workforce demographic data

Gender & Race, Ethnicity

- The total number of classroom teachers increased by 0.7 percent from 2018-19 to 2019-20.
- The percentage of teachers who are black and other ethnicities decreased from 6.9 percent to 6.8 percent.

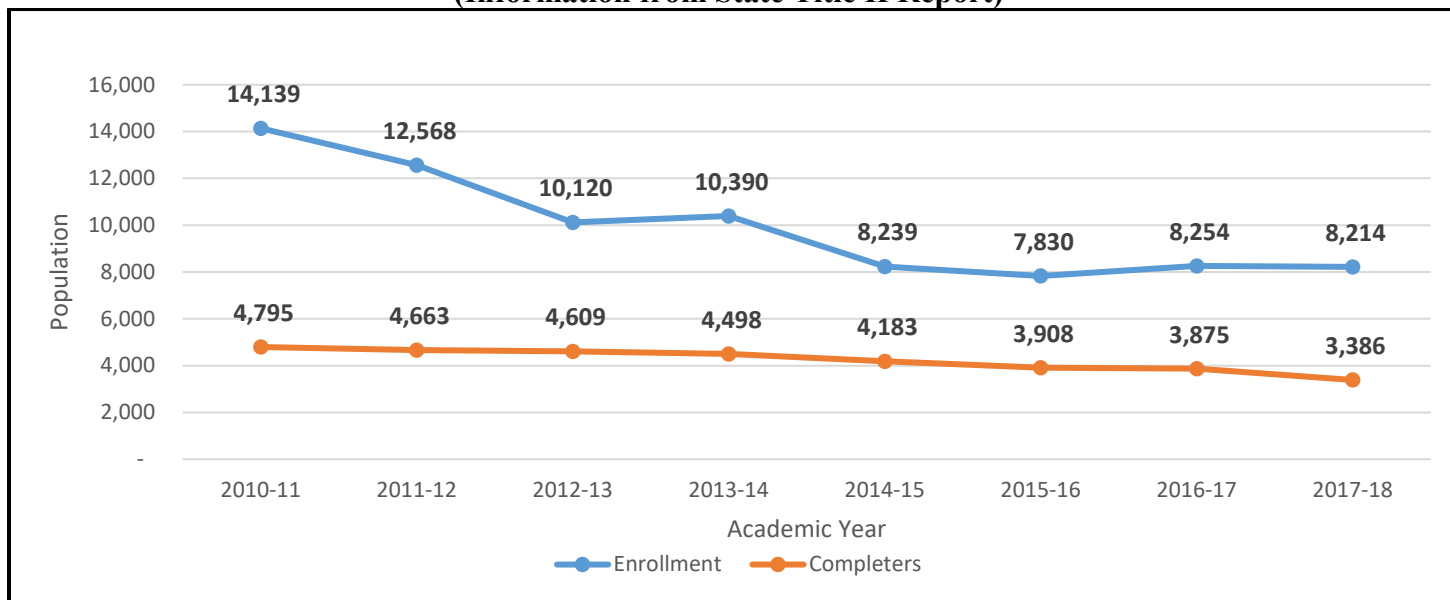
Age & Experience

- Teachers with 10 or fewer years of experience represent 50.9 percent of our teachers.
- Teachers with 5 or fewer years of experience represent 31.7 percent of our teachers.

Teacher Workforce Dynamics

- In 2019-20, the percentage of teachers who remained in the classroom three years after their first year of teaching was 64.1 percent.
- In 2019-20, the percentage of teachers who remained in the classroom five years after their first year of teaching was 48.0 percent.
- District hiring rates are at 11.4 percent, which is the same as 2018-19.
- The percentage of district new hires who were first-year teachers increased by 2.5 percent.

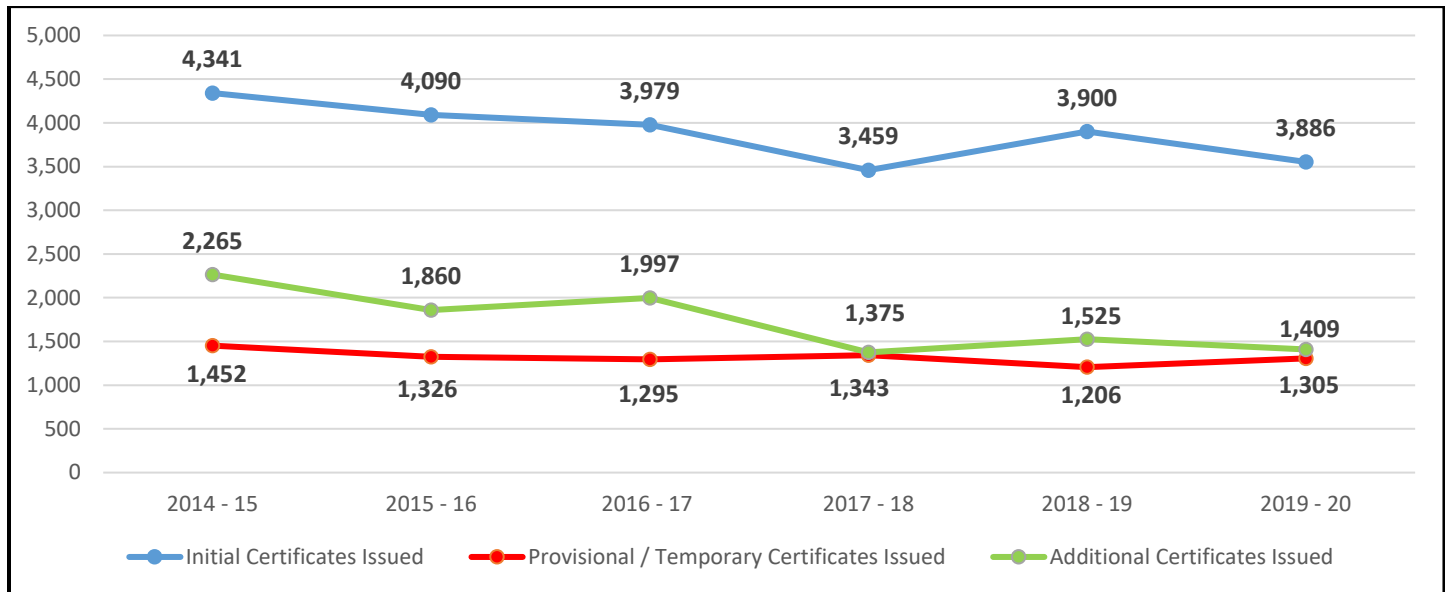
Enrollment & Completers in Educator Preparation Programs from 2010 to 2018 (Information from State Title II Report)



Educator Preparation Enrollment 2010 – 2018

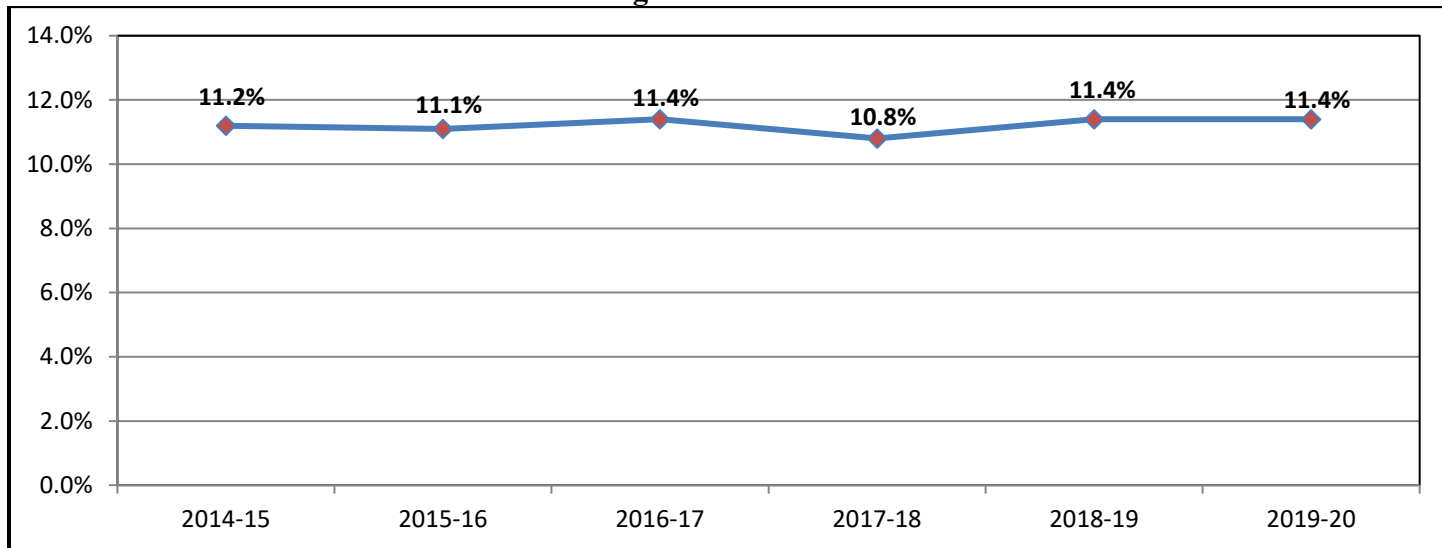
	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Enrollment	14,139	12,568	10,120	10,390	8,239	7,830	8,254	8,214
Completers	4,795	4,663	4,609	4,498	4,183	3,908	3,875	3,386

Teacher Certificates Issued from 2014 – 2020



Teachers Certificates Issued from 2014 – 2020

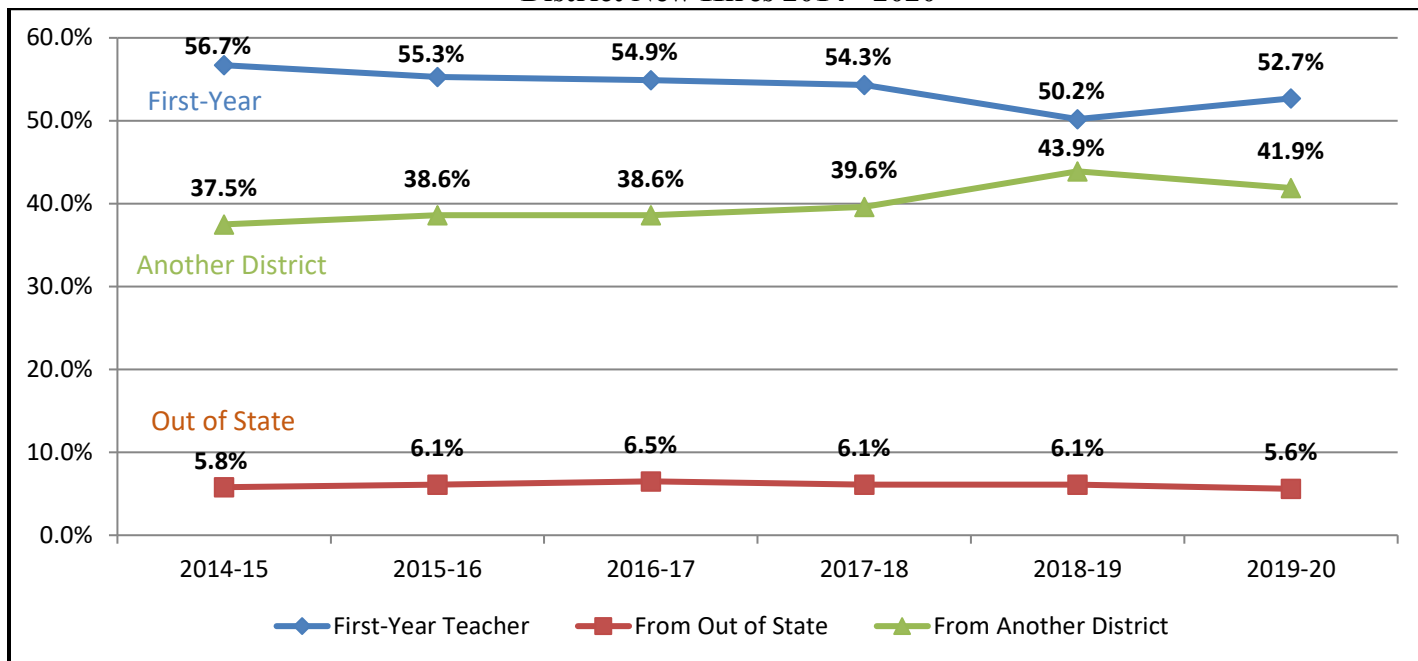
School Year	2014 - 15	2015 - 16	2016 - 17	2017 - 18	2018 - 19	2019 - 20
Initial Certificates Issued	4,341	4,090	3,979	3,459	3,900	3,886
Provisional / Temporary Certificates Issued	1,452	1,326	1,295	1,343	1,206	1,305
Additional Certificates Issued	2,265	1,860	1,997	1,375	1,525	1,409

Hiring Rates 2014 – 2020**Hiring & Retention Rates 2014 – 2020**

School Year	2014 - 15	2015 - 16	2016 - 17	2017 - 18	2018 - 19	2019 - 20
Total Teachers	69,859	69,683	70,220	70,575	70,233	71,142
District New Hires	7,840	7,714	7,987	7,587	8,020	8,072
Teacher Hiring Rate¹	11.2%	11.1%	11.4%	10.8%	11.4%	11.4%
Overall Teacher Retention Rate	86.5%	86.6%	86.3%	83.6%	86.3%	86.4%

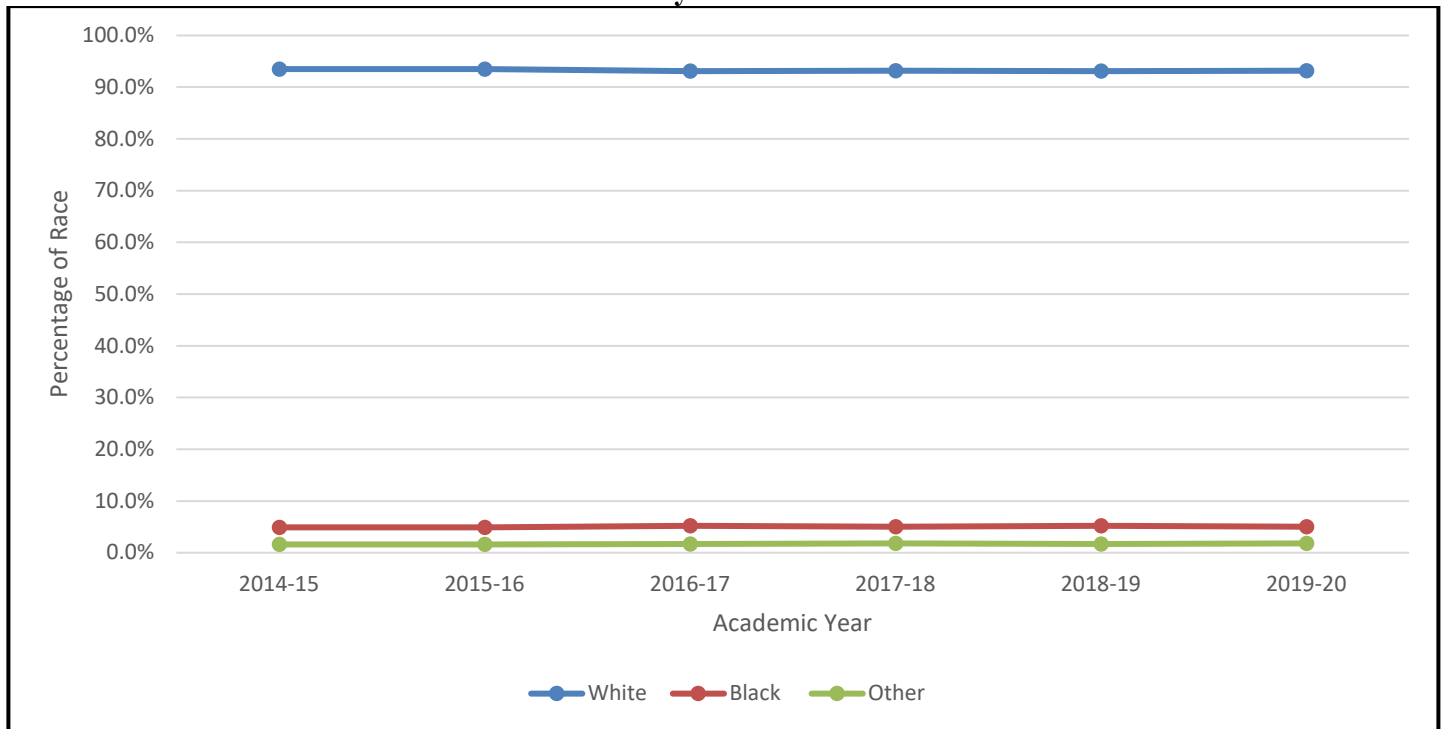
¹ Refers to filling any educator position regardless of the reason the position became vacant

District New Hires 2014 - 2020



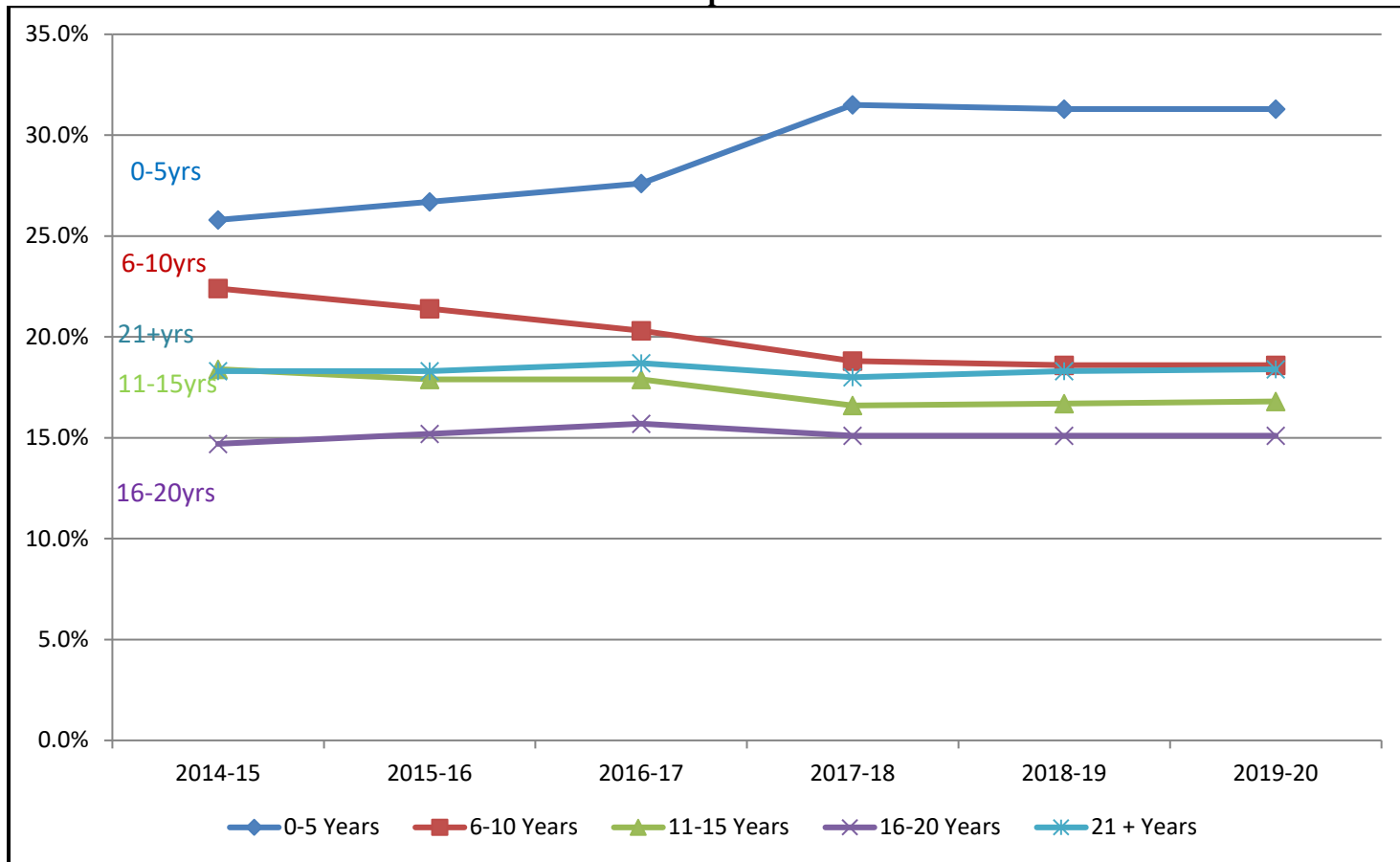
District New Hires 2014 – 2020

School Year	2014 - 15	2015 - 16	2016 - 17	2017 - 18	2018 - 19	2019 - 20
Total New Hires	7,840	7,714	7,995	7,587	8,020	8,072
First-Year Teachers	56.7%	55.3%	54.9%	54.3%	50.2%	52.7%
From Another District	37.5%	38.6%	38.6%	39.6%	43.9%	41.9%
From Out of State	5.8%	6.1%	6.5%	6.1%	6.1%	5.6%

Race/Ethnicity Trends 2014 – 2020**Gender and Race/Ethnicity Trends 2014 – 2020**

School Year	2014 - 15	2015 - 16	2016 - 17	2017 - 18	2018 - 19	2019 - 20
Total Teachers	69,859	69,683	70,220	70,575	70,233	70,783
GENDER						
Female	78.5%	78.4%	78.4%	78.5%	78.4%	78.6%
Male	21.5%	21.6%	21.6%	21.5%	21.6%	21.4%
RACE/ETHNICITY						
White	93.5%	93.5%	93.1%	93.2%	93.1%	93.2%
Black	4.9%	4.9%	5.2%	5.0%	5.2%	5.0%
Other²	1.6%	1.6%	1.7%	1.8%	1.7%	1.8%

² Refers to all non-white, non-black race/ethnicities

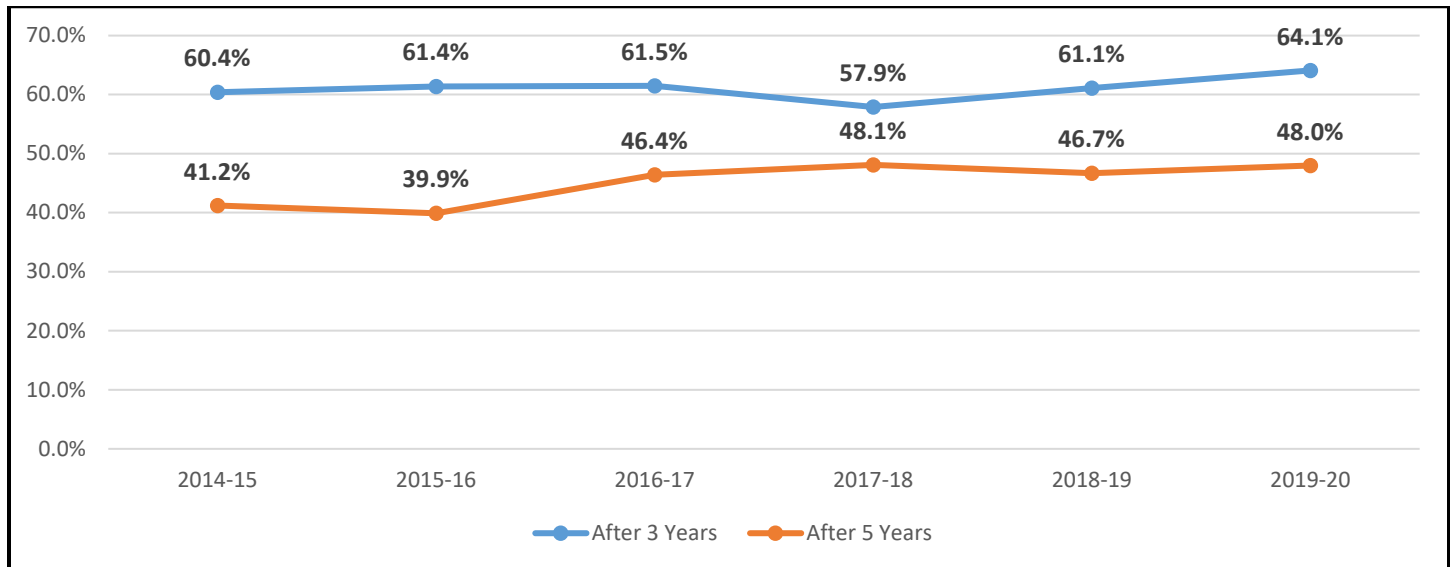
Teachers Years of Experience 2014 – 2020**Years of Experience 2014 – 2020**

YEARS OF EXPERIENCE	2014 - 15	2015 - 16	2016 - 17	2017 - 18	2018 - 19	2019 - 20
0-5	25.8%	26.7%	27.6%	31.5%	31.3%	31.3%
6-10	22.4%	21.4%	20.3%	18.8%	18.6%	18.6%
11-15	18.4%	17.9%	17.9%	16.6%	16.7%	16.8%
16-20	14.7%	15.2%	15.7%	15.1%	15.1%	15.1%
21+	18.3%	18.3%	18.7%	18.0%	18.3%	18.4%

Average Age of Teachers 2014 – 2020

AGE GROUP	2014 - 15	2015 - 16	2016 - 17	2017 - 18	2018 - 19	2019 - 20
20-29	15.5%	15.6%	15.8%	15.7%	15.6%	18.1%
30-39	30.9%	30.9%	30.5%	30.4%	30.4%	30.2%
40-49	27.6%	27.8%	28.6%	28.9%	29.5%	29.3%
50-59	19.2%	19.0%	18.6%	18.8%	19.2%	17.7%
60 +	6.8%	6.7%	6.5%	6.4%	6.3%	5.1%

Teacher Retention in Missouri's Public School Work Force 2014 – 2020



Missouri's First-Year Teacher Retention 2014 – 2020

School Year	2014 - 15	2015 - 16	2016 - 17	2017 - 18	2018 - 19	2019 - 20
After 3 Years ³	60.4%	61.4%	61.5%	57.9%	61.1%	64.1%
After 5 Years ⁴	41.2%	39.9%	46.4%	48.1%	46.7%	48.0%

Missouri's Teacher Retention Rates 2014 – 2020

Total Teachers	69,859	69,683	70,220	70,575	70,233	71,142
First- Year Teachers	4,478	4,267	4,387	4,127	4,025	4,251

³ Refers to teachers still teaching in a public school 3 years after their first year of teaching

⁴ Refers to teachers still teaching in a public school 5 years after their first year of teaching